



Costa Mesa Sanitary District 2010-11 Compensation Summaries

BOARD OF DIRECTORS

- **Daily per diem** – Each Board member receives \$221 per day of service, which is not to exceed a total of 6 days per calendar month.
- **Costa Mesa Sanitary District Board members receive no pension.**
- **Board members receive no medical, dental and/or vision.**
- **Board members receive no car allowance, cell phone allowance, life insurance, deferred compensation plan (457(b)), vacation and/or sick leave payouts.**
- **Board members have received no loans from the Costa Mesa Sanitary District.**
- **CMSD does pay a small premium for Board member's social security and Medicare cost.**

EMPLOYEES

On July 1, 2010, the general manager and employees received an automatic salary adjustment equivalent to the February 09 to February 10 Consumer Price Index (CPI) of 1.4%. Click [here](#) to download employee's actual compensation for Fiscal Year 2010-11. The compensation is taxable income and does not include retirement cost. Nor does it include Cafeteria Plan benefits if an employee's total benefit cost is at or exceeds his/her allocation. While retirement and a cafeteria plan are benefits for the purpose of attracting qualified and experienced future employees, it is not considered income. In other words, it's not money in the employee's pocket.

Click [here](#) to download the General Manager's contract. On February 24, 2011, the Board of Directors approved a 4% raise to the General Manager's annual salary for the District's 2010 Accomplishments. Click [here](#) to download the District's 2010 Accomplishments.

The District contracts out for engineering, inspections, legal counsel and treasurer services.

Retirement – All full-time employees participate in CalPERS retirement upon hire. Benefits are based on 2% @ 55 formula. **The FY2010-11 employer contribution to fund this formula was 12.605%, with CMSD also paying 100 percent of each employee's 7 percent contribution.** CMSD's cost to pay each employee's 7 percent contribution is listed below.

<u>Position</u>	<u>Name</u>	<u>CMSD PERS Cost</u>
General Manager	Scott Carroll	\$11,607
Operations Manager	Tom Fauth	\$ 6,897
Office Mgr/Clerk of Board	Joan Revak	\$ 8,243
Administrative Manager	Sherry Kallab	\$ 6,690
Accountant	Teresa Gonzalez	\$ 5,542
Accounting Specialist I	Kaitlin Tran	\$ 3,688
Maintenance Supervisor	Karl Dulake	\$ 1,575
Lead Maintenance Worker	Steve Cano	\$ 2,662
Maintenance Worker	Tim Henson	\$ 3,822
Maintenance Worker	Joel Ortiz	\$ 4,150
Program Assistant	AJ Cully	\$ 3,884
Permit Processing Specialist	Debbie Bjornson	\$ 1,288
Office Specialist II	Janel Jackson	<u>\$ 1,897</u>
Total:		\$61,945

Retirement Health Savings - Retirement health savings is a program that helps employees pay for increase costs in healthcare premiums and prescription drugs when they retire. Employees contribute 1% of their gross income to this program and the District matches the contribution by paying 1% of employee's gross income to the program. The annual cost to this benefit is \$10,000

Cafeteria Plan Benefits – Full time employees currently receive a monthly \$799 “Flex Credit” allocation to be used towards health benefits including medical, dental, vision, and optional life, accidental death and dismemberment and long term disability insurance plans. If an employee's total benefit cost exceeds his/her allocation the employee must pay the difference from his/her salary.

On November 18, 2010, the Board of Directors approved increasing the monthly “Flex Credit” to full time employees with families (two or more dependents) to \$1,199 a month. Only one CMSD employee was enrolled in the Family Plan.

Deferred Compensation 457(b) Plan – CMSD offers a 457(b) deferred compensation plan to all employees, but makes no matching contributions. The plan is strictly voluntary. Employees do have the option of depositing the balance of their cafeteria plan allocation into the 457(b) plan. Or, an employee can opt out of CMSD's cafeteria plan (after

demonstrating he/she is enrolled in another healthcare plan) and deposit the monthly allocation into the deferred compensation plan. *Three CMSD employees have chosen to opt out of the District's cafeteria plan.*

Cell Phone Allowance – The general manager, operations manager, office manager/clerk of the District, maintenance supervisor, lead maintenance worker, administrative manager and both maintenance workers receives an annual cell phone allowance of \$960.

Maximum Vacation Accrual

- 1 – 2 Years of Service - 92 hours per year
- 3 – 4 Years of Service - 116 hours per year
- 5 – 9 Years of Service - 140 hours per year
- 10 – 14 Years of Service - 164 hours per year
- 15+ Years of Service - 188 hours per year

The maximum hours of vacation an employee can accrue is 376 hours. An employee can cash out up to 80 hours of vacation a year if he/she has a minimum balance of 80 accrued vacation hours after the cash out.

Floating Holidays - 16 hours per year

No floating holiday balances can be rolled over to be accrued in the proceeding years. Floating holiday balances are automatically cashed out to employees by June 30th of every year as vacation pay.

Sick Leave - Each employee can accumulate a maximum of 480 hours in his/her primary sick leave bank. When an employee reaches the maximum in his/her primary sick leave bank a secondary sick leave bank is established, which has no maximum accrual. If an employee has at least 20 years of continued service he/she can cash-out half of the accrued sick leave in his/her primary sick leave bank. The maximum an employee can cash out is 240 hours. As an option, instead of cashing out half of the primary sick leave bank, employees can choose to receive service credit towards retirement for the full accrued value for both primary and secondary sick leave banks.

Standby Pay - The District will compensate employees who are required by the District to respond to a call for service, which is received after normal working hours within a required response time. For each day on standby duty, employee will be paid a flat rate of Fifty Dollars (\$50.00) per day. If the employee is called for advice or called out during the standby period, the employee receives "Phone Advice Pay or Call Out Pay" in addition to Standby Pay.

Standby personnel handling incidents by the phone during a standby period will be paid at his/her regular hourly rate of pay for a minimum of one (1) hour for each hour he/she is required to be on the phone to troubleshoot or otherwise provide phone advice. If standby personnel are "called out" during a standby period, they will be compensated in accordance with overtime for the hours worked during the "call out," with the clock starting at the time of the call out and terminating upon clock out.

Vehicle - The Maintenance Supervisor is the only employee in the District that is allowed to take a District vehicle home. Time is of the essence to ensure the environment is not contaminated when there is a report of a sewer overflow. Because the supervisor is a Costa Mesa resident he can respond quickly to prevent sewage from entering storm drains and eventually into our waterways by having a District truck parked in front of his home during after hours. The truck is equipped with sandbags, a trailer hitch, and traffic cones to handle sewer overflows. The supervisor is not allowed to drive the District vehicle out of District boundaries during afterhours and/or weekends.

Loans - No employees have received any loans from the District.

Summary - Total personnel costs, including benefits (retirement & cafeteria plan) represents **14%** of actual **\$9,278,161** operating budget for Fiscal Year 2010-11. Reports have shown that the average local government in California consumes 54% of their total budgets on personnel costs.

(Source: CIV FI at <http://civfi.com/2011/02/17/how-much-of-california%E2%80%99s-state-and-local-budgets-are-personnel-costs/>)